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18 APR 1958

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT : Transfer of Certain Staff Employees to  
Contract Status

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1. The memorandum from the Chief, Management Staff, dated 9 April 1958, on the above subject, recommends that 78 staff positions  be converted from Staff Employee status to Contract employment.

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2. It is not believed that the Agency policy as stated in Regulation  authorizes the employment of Contract personnel to perform continuing Staff-type functions. The individuals occupying all the positions involved are primarily employed by this Agency, thus precluding the application of the policy stated in paragraph .

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3. In accordance with paragraph 3 of the memorandum, these individuals would retain all the rights and privileges of Staff Employees, including those involving leave, retirement, insurance, etc. It is my understanding that it is intended to continue these employees on the rolls indefinitely; thus it appears that the proposed change is in name only and not in substance.

4. It is my view that Contract Employees should be used only to meet special and specific requirements, normally those of a limited or unique operational character.

5. Following the theory proposed in the subject memorandum, all employees in the Agency (except possibly those whose salaries are established by law) could be converted to Contract Employees and retain all of their current rights and privileges. In addition, since it appears that regular Staff Employees are to be converted to Contract, it is not clear as to the reason for not transferring other regular Staff Employees holding somewhat other similar positions  to Contract status. No justification is given for selecting these particular positions for transfer from Staff Employee status to Contract employment. A listing of other similar positions follows which raises the question as to why they were not included. These are:

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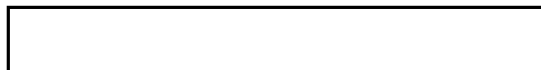
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Maintenance and Engineering Division

Asst. Maintenance Superintendent ..... WBS-7  
 Operating Engineer - Diesel ..... WB-18  
 Electrical Lineman ..... WB-17  
 Operating Engineer - Sewage ..... WB-13  
 Refrigerator - Air Conditioning Mechanic ..... WB-15  
 Maintenance Man (7) ..... WB-15  
 Truck Master ..... WB-13

Security Division

Guard Supervisor - Captain ..... GS-8  
 " " - Lieutenant ..... GS-7  
 " " - Sergeant ..... GS-6  
 " " - Corporal ..... GS-5  
 Fire Fighter, Chief ..... GS-7



Steward ..... GS-11  
 Chef ..... WBS-5  
 Housekeeper (2) ..... WBS-1

This list contains 22 additional positions which appear to fall within the same category as the group listed in the memorandum.

6. In view of the above, it is recommended that the listed positions be filled with Staff Employees on a continuing basis rather than employing such individuals under a Contract. It is also recommended that these individuals be continued as part of our Agency ceiling since they are performing continuing services for the Agency which should normally be filled with regular Staff Employees budgeted under personal services.

7. As a footnote, it should be noted that the Comptroller's Office is recommending a similar policy in connection with the proposed amendment now being considered as part of

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E. R. SAUNDERS  
 Comptroller

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